

WVH-TV, WFVX-TV
EEO Public File Report Form
December 1, 2015 – November 30, 2016

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source entitled to vacancy notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month Period
1	In-House Posting: 371 Target Industrial Circle Bangor, ME 04401	N	5
2	Employee Referrals	N	6
3	Classified Dept. Bangor Daily News 491 Main St. Bangor, ME 04401 207-990-8196	N	0
4	Mark Holloway tvjobs.com (all activity through Internet)	N	10
5	New England School of Communications One College Circle Bangor, ME 04401 207-947-6083	N	9
6	Classified Dept. Ellsworth American PO Box 509 Ellsworth, ME 04605 207-667-2576	N	10
7	Career Center 45 Oak St Bangor, ME 04401 1-888-828-0568	N	0
8	Zonta Club PO Box 1904 Bangor, ME 04401 207-945-5663	N	0

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9	Adonis Ferreira University of Maine Multicultural Student Affairs 5748 Memorial Union Orono, ME 04469- 5748 207-581-1405	N	0
10	Penobscot Indian Nation Career Development Center 5 River Road Old Town, ME 04468 207-827-7776, ext 325	N	0
11	Beal College 99 Farm Rd. Bangor, ME 04401 207-947-4591	N	0
12	Joanne Dauphinee Greater Bangor National Organization of Women 87 Sunset Strip Brewer, ME 04412 207-989-3306	N	0
13	Christine Cleckner Sanford Brown College Career Services 1345 Mendotta Heights Rd Mendota Heights, MN 55120	N	0
14	WJFW Elizabeth Evans P.O. Box 858 1400 S. Oneida Ave. Rhineland, WI 54501	N	0
15	James Varner NAACP – Bangor Chapter 531 South Brunswick St Old Town, ME 04468	N	0

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16	Craigslist www.craigslist.com	N	0
17	JobsInME.com Attn: Heidi Sawyer 207-591-1220	N	22
18	Society of Broadcast Engineers 9102 N. Meridian Street Suite 150 Indianapolis, IN 46260 www.sbe.org	N	0
19	FoxBangor.com website	N	5
20	Maine Edge	N	0
21	Facebook	N	2
Total Interviews Over a 12 Month Period			69

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program #5	WVII and WFVX hosted three interns during the reporting period. Intern 1 – a student from Husson University was with our company, within the news room, from September 2015 though February 2016. The student's responsibilities included handling public phone calls, writing news stories and editing video. Said student received class credit towards graduation. Interns 2 and 3 – students from Husson University were with our company from March 2016 through May 2016, within the sports department of our newsroom. They shot and edited video as well as wrote stories. Both students received class credit towards graduation.
2	Staff Training #8	We have a long track record of training entry level and mid level employees so they may gain experience and later be promoted to positions of greater responsibility. For instance, all clerical workers are trained to work as a sales assistant and are also trained to work in traffic. This includes teaching all methods and practices related to the traffic managers job. Likewise, our traffic manager is always given training in the basics of accounting in order for them to assume the position of office manager. This includes tracking accounts receivable and payable. This year a traffic manager was promoted to office manager. Entry level production assistants, who show promise, are always trained to work the audio board, which is a supervisory position. Audio technicians are trained to become directors, supervising all production staff. All four of our current directors have advanced through this program. Finally, all news reporters are given training so they may become news anchors. This includes learning techniques for reading the teleprompter, ad-libbing and live, on set interviews.